



**Minutes of Committee #2
Labor Negotiations, Personnel Policy and Administration
Thursday, June 4, 2009 7:00 A.M.**

Called to order at 7:00AM

Attendees: Connie Freagon, Ade King, George Adrian, Bill Faherty, John Liddell, Susan Zukowski, CW King, Lynne Bauer, Brian Flynn, Jason Anderson. **Absent:** Dennis Doughty.

- 1: Discuss minimum wage / wage rates for seasonal employees with possible recommendations to the council.

Motion by Anderson, Second by Flynn to recommend to council to accept minimum wage + \$0.25 for the first year, and a \$0.25 raise each following year for 3 years total for seasonal employees effective July 25, 2009. All voted aye, motion carried.

2. General discussion regarding city staffing issues and budget concerns.

General discussion was brought forth from both the committee and the attendees of the meeting. Anderson requested that everyone give a lot of thought to what we (the city) would like to review and plan on assembling an official proposal at July's scheduled meeting which will from there be presented to the unions. Between now and then he requested that committee members consider ideas and bring some details about the ideas they would like to pursue so that we are prepared with details and understandings at July's meeting. Some ideas mentioned were insurance options, retirement benefit options, new hire benefits, new hire pay scales, different salary/wage management systems, unpaid days off, alternate work schedules and shifts, and annual union contracts. There was some caution on annual union contracts citing constant negotiations and 2 yrs was thought to maybe be better. The current dollar amount we are faced with was presented as \$576,525 from the Finance Manager.

Another comment was brought forth to have some way to review insurance options annually. At one time a insurance committee was formed for this. This would allow the staff to understand what new insurance options are available.

Anderson said there would likely be at least one additional meeting prior to the July meeting and said that he would like the focus of the July meeting to be for the Union employees. He did say he would like to work a similar path with nonunion employees and work that through simultaneously.

No action was taken on this item.

3. Adjournment.

Motion by Flynn, seconded by Anderson to adjourn. All voted Aye. Committee 2 adjourned at 7:40AM.

Minutes submitted by,
Jason Anderson, Chair